

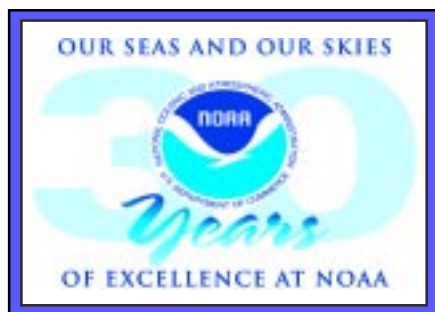
# Keynotes

February-March 2000

Atlantic Oceanographic and Meteorological Laboratory

Volume 4, Number 2-3

## Virginia Key NOAA Labs to Celebrate Anniversary



In honor of NOAA's 30th anniversary, AOML and the National Marine Fisheries Service's Southeast Fisheries Science Center will jointly host an open house on May 12-13, 2000. Approximately 700 to 1,000 Dade County middle school, high school, and local university students are expected to attend the open house on Friday, May 12th between 9:00 a.m. and 3:00 p.m. The general public is invited to attend on Saturday, May 13th between 10:00 a.m. and 3:00 p.m.

Highlights of the open house will include:

- Tours of the AOML and Southeast Fisheries Science Center facilities
- Displays of research equipment
- Poster displays
- Presentations of research projects and programs
- the NOAA helicopter

Volunteers are needed for both days to assist with presentations about AOML's science programs and to answer general questions. For more information or if interested in participating, please contact Erica Van Coverden (305-361-4541 or [coverden@aoml.noaa.gov](mailto:coverden@aoml.noaa.gov)).

## AOML Science Program Evaluated at Quadrennial Review

February was a hectic month for AOML as the Laboratory prepared for its Quadrennial Review on February 23-24, 2000. Months in the planning stages, preparations engaged the cooperation and support of AOML's administrative, scientific, technical, and maintenance personnel.

Under the guidance of AOML Director Kristina Katsaros, Division Directors, senior scientists, and administrative staff worked closely with one another to develop an agenda for the two-day review and a "Strategic Plan" document. The document outlined AOML's administrative structure and its science program along the three research theme areas of oceans and climate, regional and coastal waterways, and tropical meteorology.



Reviewers, guests, and Laboratory personnel in the lobby during a poster session of AOML's Quadrennial Review.

Personnel from AOML's four research divisions and the Office of the Director did an outstanding job of creating colorful and descriptive posters detailing various aspects of AOML's research, an important component of the Laboratory review. Staff members prepared 75 posters, grouped by scientific theme and displayed in the lobby in three separate shifts (see page 2 for additional photographs of poster sessions).

Representatives from NOAA's Office of Oceanic and Atmospheric Research, invited guests, Laboratory personnel, and five reviewers crowded into AOML's first-floor conference room for the review as AOML underwent critical evaluation of its science program and management. Division Directors made half-hour presentations of the three scientific themes, followed by poster sessions, and question and answer periods.

AOML's Quadrennial Review ultimately served the purpose of enabling the Laboratory to examine its science program. It also served as a benchmark upon which to measure accomplishments and progress made since the last Laboratory review in December 1995. Another important aspect of the review was the step of formulating a vision of the Laboratory's future. A future of increasing interdisciplinary research between all three scientific theme areas is clearly to be expected. The detailed Strategic Plan is to be formulated from several internal workshops and from the wise counsel of the reviewers.







# Women's History Month

March 28, 2000

12:00 Noon

First-Floor Conference Room

The following presentations will be made in honor of Women's History Month:

*"Women's Trends:  
The Changing Status of Women  
in the Atmospheric Sciences"*  
(Sim Aberson)

*"The Federally Employed  
Women's Training Program"*  
(Joyce Berkeley)

*"Joanne Simpson: Pioneer  
and Mentor"*  
(Kristina Katsaros)

*"What does the Future hold  
for Women and Minorities in  
the Atmospheric Sciences as  
we Access those in the  
Educational Pipeline"*  
(Howard Friedman/Fiona Horsfall)

## Why is Managing Diversity Important?

Sim Aberson, Hurricane Research Division/NOAA Diversity Council Member

Organizations such as NOAA will encounter rapid changes in the first decades of the 21st century. By successfully adapting to these changes, NOAA hopes to be stronger and better able to meet goals and objectives. The following are three more reasons for NOAA's involvement in managing diversity. For additional reasons, please see the January 2000 issue of Keynotes.

**Worklife Quality:** Employees are faced with growing personal concerns such as child care and elder care. As the workforce ages, personal health issues such as diabetes, cancer, repetitive stress injuries, and decreased eyesight, are becoming important. Demands on employees to further education while maintaining employment may stress employees while offering opportunities for advancement. Many organizations are competing for talent by offering extended benefits such as child care, domestic partnership benefits, education subsidies, health facilities, alternative work options, transportation subsidies, and flexible work hours. These increased benefits are all aimed at boosting morale and employee retention.



**Attrition:** When certain segments of the workforce do not feel valued, they leave for greener pastures. Keeping experienced employees and reducing retraining and investment costs are important. When employees feel welcome and fulfilled, when they feel they can reach their potential and are enthusiastic about coming to work, and when work and family are balanced and supported, workers remain.

**Cost of Discrimination:** When employees feel underutilized, or that they are not being treated with respect, they may respond by exercising their rights under the law. Complaints and lawsuits can be expensive, and the money better used elsewhere. They can also reduce morale and retention, and lower productivity and innovation.

In upcoming articles, I will discuss aspects of the NOAA Diversity Plan which are addressing some of these issues. For more information about managing diversity, AOML's library has a small collection of diversity, management, and EEO books. Here is a sampling of this collection:

- *The Art of Giving and Receiving Feedback*, Shirley Poertner (HD 30.3 P63 1996)
- *Challenging Diversity, Taking the Next Step*, Amy E. Kahn (HF 5549.5 M5 K2 1998)
- *Coaching, Counseling, and Mentoring*, Florence M. Stone (HF 5385 S76 1999)
- *The Diversity Advantage*, Lenora Billings-Harris (HF 5549.5 M5 B52 1998)
- *Finding Your Voice*, Lorraine R. Matusak (RM 141 M29 1997)
- *Liberating the Human Spirit*, William Bickham (HD 57.7 B52 1996)
- *Managers as Facilitators*, Richard G. Weaver and John D. Farrell (HD 66 W45 1999)
- *The Team Building Toolkit*, Deborah Harrington-Mackin (HD 60 H387 1994)
- *Thinking Outside the Lines*, Gail Cohen (6 tapes)

## Guest Seminar\*

Satellite Data Processing:  
A Brief Demonstration of  
Capabilities of the  
TeraScan System

**Dr. Robert Bernstein**  
(Chief Technology Officer  
SeaSpace Corporation)

March 20, 2000

\*Seminars begin at 3:00 p.m. in the first-floor conference room. Refreshments are served at 2:45 p.m.

There will be no RSMAS shuttle service during the week of spring break, March 13-17, 2000. Regular shuttle service resumes on Monday, March 20, 2000.

*In Honor of African American History Month:*

## Ethnic Pot Luck Luncheon

Friday, March 24, 2000

12:00 Noon, Lobby

Bring your favorite dish to share with others

Sign-up sheets are in the main elevator

## Farewell



Chely Garcia, Accounting Technician with the Office of the Director, retired on January 28, 2000, after 23 years of continuous, full-time federal employment. Chely began working at AOML in December 1976. Best of luck to Chely for her many years of service to AOML.

## Congratulations

James Hendee, Computer Specialist with the Ocean Chemistry Division, received a doctoral degree in Information Systems (speciality in systems analysis and artificial intelligence) from Nova Southeastern University in February 2000. His doctoral thesis is entitled "A data-driven soft real-time expert system for producing coral bleaching alerts."

# Pizza Luncheon

March 14, 2000

12:00 noon

\$5.00 per person

First-Floor

Conference Room

sign-up sheets in the  
lobby at the  
receptionist's desk

## Welcome Aboard

Evelyn Abraham joins the staff of the Remote Sensing Division to provide computer support to RSD personnel and assist in designing RSD's new acoustic backscatter system. Evelyn is an electrical and computer engineering student at Florida International University.

Gabriel Camacho joins the staff of the Remote Sensing Division to assist in preparing and deploying RSD's acoustic backscatter systems. Gabriel is a former U.S. Marine working towards an Associate of Science degree in electronics engineering technology from ITT Technical Institute.

John McKeever joins the staff of the Office of the Director's Computer Services and Networks Division as the new senior Unix Systems Administrator. John returns to AOML after a year-long absence spent working for private industry.

Meridith Stevenson joins the staff of the Ocean Chemistry Division to assist Dr. Tom Carsey with atmospheric chemistry experiments. Meridith is a senior at MAST Academy who plans to major in education next fall when she attends the University of South Florida.

## March Informal Research Reports\*

March 3, 2000

***The oceanic wave field under tropical cyclones: Proposed research***

Mr. Samuel Houston  
Hurricane Research Division

March 15, 2000

***The competing effects of ENSO and interdecadal ocean variability on the troposphere***

Dr. David Enfield  
Physical Oceanography Division

March 21, 2000

***Costs and benefits of hurricane forecasts***

Dr. Hugh Willoughby  
Hurricane Research Division

March 24, 2000

***Possible thermohaline circulation changes in the last millennium***

Dr. Tsung-Hung Peng  
Ocean Chemistry Division

March 29, 2000

***To be announced***

Mr. Stanley Goldenberg  
Hurricane Research Division

\*Presentations begin at 3:00 p.m. in the first-floor conference room. Coffee and tea are served at 2:45 p.m.



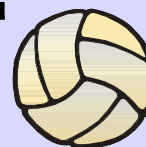
## VOLLEYBALL

March 2nd/March 9th/March 16th

11:30 a.m. - 12:30 p.m.

Outdoor Picnic Area

OD versus ???



## Travel

Terry Nelsen, Charles Featherstone, Michael Shoemaker, Bret Elkind, Jack Stamates, and Joseph Bishop will participate in a joint NOAA and U.S. Army Corps of Engineers Chesapeake Bay survey cruise on March 2-13, 2000.

Robert Molinari will attend an ARGOS Steering Committee Meeting in Southampton, England on March 5-10, 2000.

Alberto Mestas-Núñez will attend the Eastern Pacific Consortium for Research on Global Change in Heredia, Costa Rica on March 5-8, 2000.

Rik Wanninkhof has been invited by the Office of Global Programs to attend an Ocean Carbon Transport Exchange and Transformations (OCTET) Workshop in Washington, D.C. on March 6-10, 2000.

David Enfield will participate as a reviewer on the Mineral Management Service Quality Review Board for the Santa Barbara Channel Study in San Diego, California on March 6-10, 2000.

Christopher Landsea made a presentation entitled "Atlantic hurricanes: Past, present, and future" at a meeting of the American Association for the Advancement of Science in Washington, D.C. on February 18-19, 2000. He will make the same presentation for the Casualty-Actuaries of the Southeast U.S. Annual Meeting in Ft. Lauderdale, Florida on March 16, 2000.

Steven Cook will co-host and participate in a Ship of Opportunity Programme Implementation Panel (SOOPIP) Meeting of the Intergovernmental Oceanographic Commission and World Meteorological Organization in San Diego, California on March 28-31, 2000.



## Shake-A-Leg Group Benefits from Meteorologist's Expertise

*Mark Powell, Meteorologist, Hurricane Research Division*

The Shake-A-Leg group in Coconut Grove, Florida ([www.shakealegmiami.org](http://www.shakealegmiami.org)) is an organization dedicated to teaching sailing to young people, the handicapped and disabled. Their mission is to bring hope, confidence, social integration, independence, and fun back into the lives of people with disabilities, youth and their families; to provide affordable and effective services and

programs that will enhance the participants' independence, employment potential, and quality of life. The Coconut Grove group holds an annual midwinter regatta each year and this year they invited me to be a guest speaker and coach for practice races. I gave a presentation to a group of about 50 disabled sailors on February 24, 2000



**Shake-A-Leg participants during sailboat races on Biscayne Bay in Miami, Florida.**

that covered forecast procedures and how to obtain wind and tide forecast information via the web. I discussed some local knowledge for Biscayne Bay given the conditions and discussed the day's wind forecast from the ETA and NGM numerical weather prediction models and how to interpret the model FOCUS output available on the web. Then we discussed wind shifts, and I took questions from the audience (copies of my papers on forecasting at the Olympics and the Pan American games were provided).

After the presentation and lunch, several of us "guest coaches" were assigned to each of the eight 23-ft Freedom 23's which are keel boats with a main sail, jib and special seats that accommodate the disabled. One seat is for the skipper and another for the crew who can handle the jib from one position. An able-bodied person is also on board but only to provide assistance if requested. I sailed with two men from Chicago on boat #5. As a guest coach, I offered input on how to optimize the shape of our old sails, provided time left to the start, and proposed various tactical options to the skipper based on the wind conditions and the proximity of surrounding boats. Our work was cut out for us since there were some very good disabled sailors out there and the coaches included a college All-American, an Olympic silver medalist, and a world champion. Our team sailed very well with a pair of seconds, a third, and a fourth. After racing, we had a chalk talk discussion on how the boats were set up for racing, wind shifts, tactics, and rules. It was the second time I've participated in a Shake-A-Leg event (the first time I presented an informal rules seminar) but the first time I ever sailed with a handicapped team. It was a very rewarding experience that I hope to repeat again.

*Keynotes* is published monthly by the Atlantic Oceanographic and Meteorological Laboratory. Contributions are welcome and should be submitted prior to the last week of each month to ensure inclusion in the following month's edition. Please address all correspondence to: *Keynotes*, Office of the Director, 4301 Rickenbacker Causeway, Miami, FL 33149. Contributions may also be submitted via fax at (305) 361-4421 or by email ([derr@aoml.noaa.gov](mailto:derr@aoml.noaa.gov)).

Editor – Kristina Katsaros  
Publishing Editor – Gail Derr

The deadline for submitting material for the April issue of *Keynotes* is Friday, March 24, 2000.

*Keynotes* can be viewed PDF format at the following  
World-Wide Web Internet address:  
<http://www.aoml.noaa.gov/keynotes>